



@USNPEOPLE WEEKLY WIRE

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NAVY TIMES, Mark Lance M. Bacon

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2.) Command Pass Coordinators - Vital Admin Connection / 23 SEPT 15 [\[LINK\]](#)

Navy Personnel Command Public Affairs

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3.) Bluejacket to Blue and Gold: USNA Seeking Enlisted Applicants for the Class of 2020 / 22 SEPT 15 [\[LINK\]](#)

U.S. Naval Academy

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Defense Media Activity

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or find it online at www.navy.mil/cnp

1.) Sailors Ask New CNO about Paternity Leave at All Hands / 22 SEPT 15

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NAVAL STATION NORFOLK, Va. — The new chief of naval operations fielded sailor questions on paternity leave, training and everything in between in his first all hands call.

Adm. John Richardson, who took the CNO reins on Friday, answered each query with the calm poise of a former submarine skipper. He identified four priorities for the Navy on his watch: Safety and integrity, accountability and assessment, creativity and initiative, and resilience.

A sailor's request to boost paternity leave was the first to receive a round of applause. Richardson said the policy is driven by the Pentagon and signed into law by Congress, but promised to take the request to appropriate leaders.

Sailors aired a variety of grievances. Some were unhappy that food and housing allowances are included in calculating base childcare costs. Fielding an improved flame-resistant coverall was a popular topic; CNO said he is in favor, but "we have some work to do." Richardson said shorter deployments "are achievable," and by fiscal year 2017 none will last longer than seven months, barring an emergency or war.

In closing, the CNO conducted an informal poll to measure morale. The majority said it was good, with about 20 percent who view it as high and about the same number seeing it as poor. Richardson thanked them for their perspective.

Richardson was joined by Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens — a team approach that will be more common, the MCPON told Navy Times. The duo also answered questions via Twitter and Facebook. This step will help ensure that every question gets a response, now or later, said Cmdr. Chris Servello, the CNO's spokesman.

2.) Command Pass Coordinators - Vital Admin Connection / 23 SEPT 15 [\[LINK\]](#)

Navy Personnel Command Public Affairs

MILLINGTON, Tenn. (NNS) -- MILLINGTON, Tenn. - Command Pass Coordinators (CPC) are the vital link between Sailors, Commands and Personnel Support Detachments (PSD), but accurate records begin and end with the individual service member, Navy leaders said recently.

The Navy Standard Integrated Personnel System (NSIPS) is the Navy's single, field-entry, electronic pay and personnel system for all active and Reserve Sailors, but when NSIPS electronic service record doesn't provide the information or data needed, visit the CPC for help in getting questions answered.

"Members can simply speak with their CPCs and let them be their representative to the PSD," said Ann Stewart, director, Pay and Personnel Management Division, Navy Personnel Command. "More and more self-service capability will be available in NSIPS, similar to the way e-leave works now. Our goal is to be responsive to Sailors' needs, whether through self-service or the effective use of the partnership between the CPC and PSD."

The Pay and Personnel Administrative Support System (PASS) program has created more than 30 standard operating procedures (SOP) to help Sailors perform their day-to-day personnel activities like travel claims and updating records. The SOPs are accessed through the Manpower, Personnel, Training and Education (MPT&E) intranet on any command access card-enabled computer. A fact sheet titled "Accurate Pay and Personnel

records" is available to show you how to access the SOPs as part of Navy Personnel Command's Plain Talk series at [www.npc.navy.mil/career/toolbox/Pages/PlainTalk\(series\).aspx](http://www.npc.navy.mil/career/toolbox/Pages/PlainTalk(series).aspx).

CPCs can find more information at www.npc.navy.mil/support/paypers/cpcresources/Pages/default2.aspx.

For more news from Navy Personnel Command, visit www.navy.mil/local/npc/.

3.) Bluejacket to Blue and Gold: USNA Seeking Enlisted Applicants for the Class of 2020 / 22 SEPT 15 [\[LINK\]](#) U.S. Naval Academy

ANNAPOLIS, Md. (NNS) -- With the recent release of ALNAV 065/15, the United States Naval Academy (USNA) is now accepting motivated Sailors and Marines, active and reserve, for admission to the Class of 2020.

Successful candidates will be top-quality Sailors and Marines with a competitive academic and military profile.

Preparation begins as early as high school. Typically, fleet applicants who ranked in the top 40 percent of their high school class are considered good candidates.

Additional requirements include SAT/ACT scores taken within the last two years, four years of high school mathematics and English and on year of chemistry. Two years of a foreign language is highly recommended.

A candidate's application can be strengthened with demonstrated strong leadership and command recognition.

Candidates must be of good moral character and have no record of disciplinary action during the three years preceding application for admission. Packages will not be reviewed without the commanding officer's endorsement.

The process of application to USNA can seem daunting while serving your country. It is highly recommended to seek out a mentor at your command, especially one who attended USNA.

Mentors can guide and help articulate why the individual wants to attend USNA in preparation for the interviews needed for the CO's endorsement, which stands in place of the nomination.

"It was definitely huge having an officer mentor help me through the process," said Midshipman First Class Andrew Whisner, a former enlisted hospital corpsman. "My executive officer was a USNA graduate, and he went as far as to help me finish the last pieces of my application that I couldn't physically do myself while I was deployed to Afghanistan. Chances are there is an academy graduate at your command."

Beyond academics and military bearing, physical fitness is a top priority at USNA.

Applicants are required to possess outstanding physical fitness, as determined by the Candidate Fitness Assessment and recent command Physical Fitness Assessments.

"Everyone is in shape here at the academy," said Midshipman First Class Anna Wade, a prior enlisted Mass Communication Specialist. "My time period before getting ready to come here was a lot of physical training. I knew I was going to be pitted against people four years younger than myself, and I knew I wanted to be in better shape than I was at the time. I would suggest to anyone to do an honest self-assessment and make the improvements you need to."

Changing from a military-focused environment to an academic-focused one can be a challenge. Applicants are encouraged to enroll in college courses in higher math and science while at their command in order to strengthen their admission application and to help them adapt to an academic environment.

"A major challenge for enlisted and reservists is transitioning back to an academic environment," said Chief Logistics Specialist Maximo Regino, coordinator for USNA Fleet Naval Academy Preparatory School (NAPS). "Often they have to attend the Naval Academy Preparatory School, and the environment of NAPS replicates that of USNA. We know these service members are out in the fleet training, performing and focused on their mission. NAPS is here to encourage the transition. I would tell potential candidates take a college-level mathematics or science course to get yourself back into the academic groove."

Up to 170 regular and reserve personnel may be appointed to USNA each year. The experience they bring to the Brigade of Midshipmen is invaluable.

"Our prior [enlisted] midshipmen provide a unique and important perspective. They are able to relate lessons from the fleet back to what they are doing here at the academy and they are able to convey those lessons to their fellow midshipmen," said Colonel Steve Liszewski, commandant of midshipmen. "One of the reasons I am a Marine today is because I had a squad leader during Plebe Summer who had been a prior enlisted Marine. His inspirational leadership and the example that he set helped guide my decision to become a Marine."

The four years at USNA are challenging in order to develop midshipmen morally, mentally and physically. For enlisted candidates who are accepted the change can be a humbling experience.

"You've been in two years, made rank and now you are coming to USNA and you're taking orders from a second year midshipman who has no [fleet] experience. It's hard for a lot of 'priors'," said Whisner. "You might have more fleet experience, but that individual has more academy experience and that's what matters here. I see people struggle with that pride. This is a very humbling place and you have to adapt or you won't make it."

The deadline to apply to the Class of 2020 is December 31, 2015. The deadline for all completed application documents is January 31, 2016. Individuals interested in applying can find a list of needed resources at www.usna.edu/Admissions/

For more news from U.S. Naval Academy, visit www.navy.mil/local/usna/.

4.) Carter: DOD Provides 'Unconditional' Support for 'Lean in Circles' / 22 SEPT 15 [\[LINK\]](#) Defense Media Activity

WASHINGTON (NNS) -- The Department of Defense (DOD) is providing "unconditional" support for "Lean In Circles," or peer-to-peer mentoring groups, to help in empowering women and to propel them into leadership roles, Defense Secretary Ash Carter said Monday.

Carter sat in on a Lean in Circle at the Pentagon Monday with Sheryl Sandberg, the best-selling author of "Lean In: Women, Work, and the Will to Lead." Sandberg is the founder of LeanIn.Org and the chief operating officer of Facebook.

More than a dozen women of various ranks from across the services took part in today's circle, including Air Force Secretary Deborah Lee James, Army Brig. Gen. Patricia Frost and retired Army Gen. Ann Dunwoody, the first woman in the U.S. military to achieve the rank of four-star general.

DOD Support for Circles

The Defense Department, Carter said, will provide space and time for service members and civilians to participate in the circles. The meetings are voluntary and open to everyone. The secretary added that he highly encourages everyone to "take advantage of DOD spaces made available before, after or during work hours" for these meetings, whether in the Pentagon or around the globe.

The circles are an "investment in our people and our future," he said, explaining that the meetings boost morale and productivity and help to build diverse leadership.

"Our people make us the best; to stay the best, we need to keep up with current trends in talent management," the secretary said. "These circles have a proven record of empowering women throughout our ranks, and giving men a way to lean in also and support their female colleagues and improve themselves."

Women 'Mission Critical' in Military

The participants in today's circle talked about "institutional barriers" in the military, Sandberg said, noting a "leadership gap" that she said exists in every industry in the United States along with an "unconscious bias" in dealing with gender and race.

"Nine percent of our generals are female; less than 5 percent of Fortune 500 CEOs are female," she said. A problem, she added, is that women often are placed in roles, such as support jobs, that are less likely to get promoted into CEO or general officer positions.

"The good news is that we can change this," she said.

Having women in the top roles in the military is "mission critical" in building the force needed to defend the United States and its values around the world, Sandberg said.

The military is the largest employer in the nation, and historically has a leader in social change, Sandberg noted. "If the United States military can get this right, other industries will follow, and today is part of that," she said.

"I have great admiration for the women and men who serve in uniform or are part of the Department of Defense civilians, she said. "I have special admiration for the women, because you fight for equality with every step you take every day you come to work. A more diverse force is a stronger force."

Important Discussions

Frost, the deputy commanding general for operations at U.S. Army Cyber Command, said she holds an informal "fitness group" Lean in Circle. The discussions allow her to hear the challenges and concerns of members and get the "pulse" on some of the things going on in her command, she said.

Having "open conversations" is important in moving women forward in the military, the general said. While the circles give women a chance to talk about their challenges, she added, it also benefits men.

"I think we really have had a success story when it is men and women, and we are discussing how women can mentor men about women," Frost said. "I don't know that men know some of the biases that they have, and I just don't think they see it."

Air Force Master Sgt. Heather Morales, who has a Lean In Circle at the Pentagon, said today's discussions focused on what is holding women back in the military and some of the things the women were experiencing at their bases or had experienced throughout their careers.

"It's very important to have these discussions, and especially at this level -- to have the secretary of defense and the secretary of the Air Force engaged to solve these issues -- because many of the problems that exist, some are related to biases that people don't even know that they have," she said.

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